

SISTEM PENDUKUNG KEPUTUSAN PENILAIAN TENAGA NON PNS MENGUNAKAN SAW PADA BMKG SEMARANG

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ABSTRAK

Badan Meteorologi, Klimatologi, Dan Geofisika (BMKG) mempunyai tugas untuk melaksanakan tugas pemerintahan di bidang Meteorologi, Klimatologi, Kualitas Udara dan Geofisika sesuai dengan ketentuan perundang-undangan yang berlaku. Kualitas sumber daya manusia (SDM) merupakan salah satu faktor yang untuk meningkatkan produktivitas kinerja suatu organisasi atau instansi. Oleh karena itu, diperlukan sumber daya manusia yang mempunyai kompetensi tinggi karena keahlian atau kompetensi akan dapat mendukung peningkatan prestasi kinerja terutama tenaga non PNS. Penilaian prestasi kinerja tenaga non PNS di BMKG Semarang belum dilaksanakan secara optimal terutama dalam menilai kinerja tenaga non PNS. Selama ini penilaian tenaga non PNS hanya ditentukan dari hasil kerjanya, belum ada kriteria penilaian yang jelas. Kriteria penilaian meliputi kriteria disiplin, berprestasi, komitmen pada organisasi, melayani dan kerjasama dengan menggunakan metode SAW. Sistem pendukung keputusan penilaian tenaga non PNS menggunakan SAW pada BMKG Semarang yang dapat memperhitungkan segala kriteria guna mempercepat dan mempermudah proses penilaian kinerja tenaga non PNS yang lebih objektif sesuai dengan kriteria penilaian pada BMKG Semarang.

Kata Kunci : BMKG, Tenaga Non PNS, Kinerja, SAW.

DECISION SUPPORT SYSTEM SUPPORT NON CIVIL SERVANT USING SAW ON BMKG SEMARANG

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ABSTRACT

Meteorology, Climatology, and Geophysics Agency (BMKG) has a duty to perform government tasks in the field of Meteorology, Climatology, Air Quality and Geophysics in accordance with applicable laws and regulations. The quality of human resources (HR) is one factor that to improve the productivity of an organization's performance or agency. Therefore, it is necessary human resources who have high competence because the expertise or competence will be able to support the improvement of performance performance, especially non civil servant. Performance appraisal of non civil servants in BMKG Semarang has not been implemented optimally, especially in assessing the performance of non-civil servants. During this assessment of non-civil servants only determined from the results of its work, there is no clear assessment criteria. Assessment criteria include the criteria of discipline, achievement, commitment to the organization, serving and cooperation using SAW method. Decision support system of non-civil servant's assessment using SAW in BMKG Semarang which can take into account all criteria in order to accelerate and simplify the process of appraising the performance of non-civil servants who are more objective in accordance with the criteria of assessment on BMKG Semarang.

Keyword : BMKG, Non-Civil Servant, Performance, SAW.